



The Lynchburg Fire & EMS Official Newsletter

Chief's Corner:

I am pleased and excited about the progress the department is making. As my travels take me through the department, I recognize that many of you are busy implementing our Strategic Plan, while continuing to successfully mitigate daily requests for service.

It is my desire to engage every member in our work to become a great fire department. To facilitate this, you should have been interviewed by a supervisor to determine what types of activities, projects, or proposed strategies in our Strategic Plan are of interest to you. Of course, ultimately engaging in special projects and owning the outcome rests with you as an individual.

Several important things are happening that I would like to make certain you are aware of. Business plans have been completed detailing how we will implement the strategies and actions contained in the Strategic Plan. These plans are being reviewed by Senior Staff to align budget requests to specific actions that will be accomplished.

We will soon promote several Captains as a result of the reorganization. These positions are very important to our future success. They will become the final piece of the administrative support team that will help make it easier, safer, and more efficient for you to accomplish emergency work.

One of the actions contained in the Organization Development Focus Area of the Strategic Plan was to provide Completed Staff Work training and begin structured, department supported leadership training. We completed this with our first Officer Inservice, and by all accounts it was a big success. Many of us picked up a few tools for our proverbial "leadership toolbox." Deborah Dunford and Larry Ritcey challenged many assumptions that we had about what it takes to be good leaders. My hope is that if you were unable to attend that you will challenge your Captain or Battalion Chief to share the information with you.

Three sub-groups are busy solving some important interrelated issues we are facing. One sub-group is determining how to implement a Master Firefighter position that will include all firefighters regardless of their medical certification. Another group is working on certification pay, and a third group is looking at the EMS delivery system. Each of these issues is being looked at simultaneously because decisions in one affect how we proceed with the other two.

Finally, as you prepare for the holidays, details on holiday pay distribution are forthcoming. For many, this will mean additional income. I encourage you to consider helping someone less fortunate in some manner. As always, I admire your work and remain proud to be your Chief. Stay safe.

B. Beuchler

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FY 2003 Budget Update

Work continues on the department's FY 2003 Operating Budget submittal. The deadline for completion of this request is December 3rd, and much remains to be done.

Peggy Coleman, the department's Administrative Assistant, spearheaded efforts to complete our Personnel Services Request (the listing that encompasses departmental salary, half-time/overtime and fringe benefit requests). This information was due at City Hall on November 2nd, and is one deadline that receives our utmost attention each year!

Continuing is the preparation of our non-personnel funding request (which includes everything from building maintenance to vehicle repairs), an element that requires a considerable amount of paperwork, although only about five (5) percent of the department's total budgetary funding is allocated for this purpose.

Matching our budgetary request with strategic initiatives will be quite challenging, since we are only beginning to utilize these initiatives in guiding departmental operational and administrative functions. However, as we grow more familiar with this concept, departmental services (and ultimately our value to the community) should be enhanced considerably.

City Council will be taking an unusually hard look at funding requests for Fiscal Year 2003, and we are hoping our hard work in preparing the department's budget proposal will yield significant benefits when July 1, 2002 rolls around.

Will McChesney



Highlights from the Department Awards Ceremony



Chief Martinette
offers remarks to the audience

The 1st Annual Fire & EMS Department Awards Ceremony was held Sunday, November 4th to honor our members. Thanks to everyone who made the ceremony a great success. Most of all, thank you to the members who work hard every day to deliver quality services to our community.



Battalion Chief Lee Day receives
Career Achievement Award



Members receive Service Awards

2001 AWARDS CEREMONY



Strategic Planning Team receives the
Team Performance Award



Reception



Honor Guard presents colors
for the service



CONGRATULATIONS!

BWXT Makes Donation

On Friday November 2, 2001, BWXT employees Chris Jennings and Trenton Richie, Jr. presented a check on behalf of BWXT employees for \$5000 to Captain Anthony Smith for the New York City 9-11 Relief Fund.

At BWXT, when employees reach a safety milestone, the company normally celebrates with an ice cream party for its employees. However, this year Chris Jennings submitted an idea to management suggesting that the money be used instead to assist the victims of the 9-11 disaster.

Management approved Chris' idea and the employees all signed a card expressing their sympathy and support for the victims that will be sent to New York along with their donation. Anthony accepted the check and thanked them on behalf of the Lynchburg Fire Fighters Association and the Fire Department. He stated that this raised the total that Local 1146 has collected to over \$53,000, with donations still coming in.



Fire Fighters Association #1146 Scholarship

Bass Elementary School recently approached the Lynchburg Fire Fighters Association to create a scholarship program through the Fire Fighters Association.

The program was approved by the School Board and a check was presented to the Battalion Chiefs David St.Clair and Keith Johnson, thus creating the Lynchburg Fire Fighters Association #1146 Scholarship. A draft of the scholarship is now in review and further information will be available soon.

Special Delivery

On November 14-16, members of the department were surprised with a special delivery. Don Irby, owner of Don Irby's Transmissions, treated all of the firefighters by providing pizza lunches.

Mr. Irby said he wanted his donation to remind citizens of all that the fire fighters do in our area and to express appreciation for the local firefighters. Several other citizens have also made generous donations to the IAFF.

Leadership Training

Lynchburg Fire & EMS officers recently attended Completed Staff Work and Leadership Training sessions that were held November 5-8, 2001.

Chief Buddy Martinette and Deborah Dunford of the Virginia Beach Library System facilitated the Completed Staff Work segment of training which provides a consistent mechanism for decision making and problem solving in the department.

Dr. Larry Ritcey, consultant with Ritcey-O'Loan & Associates, facilitated the Leadership portion of the training. This provided insight to our officers about the characteristics of an effective leader.

Happy Holidays



Safety Corner

With the holiday season quickly approaching, now is a good time to remind everyone to drive safely and responsibly when responding to and returning from emergency incidents.



With the shopping season for Christmas starting after Thanksgiving, we can all relate to the "frenzy" that will be taking place in the shopping centers and malls around town. A lot of the time this "frenzy" spills over to our streets that surround these shopping centers and malls. This can create interesting and dangerous driving conditions for responding Fire and EMS personnel and apparatus. With today's soundproof cars, state-of-the-art sound systems, and drivers using cell phones, it's already difficult for drivers to concentrate on their surroundings while driving. Add to this the stress of Christmas shopping when drivers are more distracted than at any other time of the year.

When responding to emergency incidents use extreme caution, good judgement, and practice defensive driving. Use all visual warning lights including headlights and audible warning devices including siren and air horns. When approaching intersections where you encounter a stop sign or traffic light that is red, slow your speed. Come to a complete stop, and then proceed through the intersection only after you are sure that all traffic has yielded you the right-of-way. Even if traffic signals are providing you the right-of-way through an intersection, you should still slow down and proceed with caution. Maintain due regard for safety whether you are responding on a quiet neighborhood street or a busy four-lane road. Remember, if you don't get there, you can't make a difference!

Officers should review the EVOC Training Manual with their personnel. This training, along with good defensive driving tactics, will help us stay safe during this Holiday Season.

Anthony



New Fire Department Employee

Jeannie O'Brien joined the Lynchburg Fire & EMS Department staff on November 7th as Administrative Aide for the Training Division. Jeannie formerly worked for the City's Citizen's First Information Center. She is very excited about her new position and looks forward to working with everyone in the department. Please stop by and introduce yourself and welcome Jeannie to the department!



New Law Increases PSOB Benefits

On October 26th, President George Bush signed into law legislation that increases the Public Safety Officers Benefit (PSOB) to \$250,000. The PSOB is a one-time, lump sum federal payment to the families of public safety officers killed or totally disabled in the line of duty.

The PSOB provision was included in a broad anti-terrorism bill that focused on expanding police powers. In order to ensure that the families of fire fighters who were lost in the 9-11 tragedy receive the full amount, the increase was made retroactive to January 1, 2001. Legislation to raise the PSOB was originally introduced long before the 9-11 tragedy; however, the loss of so many lives was clearly on the minds of lawmakers when they added the provision to the counter-terrorism package.

The PSOB was enacted in 1976 to assist in the recruitment and retention of law enforcement officers and fire fighters. Specifically, Congress was concerned that the hazards inherent in law enforcement and fire suppression and the low level of state and local death benefits might discourage qualified individuals from seeking careers in these fields, thus hampering the ability of communities to provide public safety.

The PSOB Act was designed to offer peace of mind to men and women seeking careers in public safety and to

make a strong statement about the value of those who serve their communities in potentially dangerous circumstances.

The resultant PSOB Program, which is administered by the Bureau of Justice Assistance. It presents a unique opportunity for the U.S. Department of Justice, federal, state, and local public safety agencies, and national public safety organizations to become involved in promoting the protection of public safety officers before tragedies occur. Each year, the PSOB program receives substantial information about line-of-duty deaths that is used to enhance public safety officer training. The PSOB Program also encourages public safety agencies to adopt model policies that can help guide an agency through the tragic event of a line-of-duty death.

The PSOB Program provides a one-time financial benefit to the eligible survivors of public safety officers whose deaths are the direct and proximate result of a traumatic injury sustained in the line of duty. PSOB death and disability benefits are not subject to federal income tax or federal estate tax. In order for benefits to be paid, a public safety officer must be survived by an eligible survivor: a spouse, a child or children, and/or parent(s). Public safety officers cannot predesignate their beneficiaries.

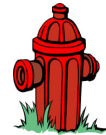
If you would like more information visit www.ojp.usdoj.gov/BJA.

Class Act Awards



Class Act Awards are given to recognize personnel who have performed an exemplary act for the betterment of the department and/or its members. The following members received Class Act Awards in November.

- **Jon Simms**
Representing the department in an exemplary manner at the Quaker Pre-School on October 12th.
- **Jon Simms, Todd Styles, and Steve Jackson**
Representing the department in an exemplary manner while off duty at Forest Elementary School on October 12th.
- **Heather Childress & Jimmy Bowen**
Going above and beyond the call of duty to assist a citizen.



Service Anniversaries

November

	<u>Years</u>
Gary Regan	31
Jimmy Carr	28
Dennis Duff	26
Jimmy Bowen	24
Mike Bomar	24
Tom Sheppard	24
Mike Barney	21
Doug DeJarnette	21
Preston Crawford	17
Eugene Penick	13
Wayne Casto	6